

eastern exposure

EMSH Holds Ground Breaking Ceremony for Reginald P. White Nursing Facility

East Mississippi State Hospital held a ground breaking ceremony for the Reginald P. White Nursing Facility on November 20, 2003. Officials from the Mississippi Department of Mental Health, State Board of Mental Health, state legislators, and local city and county officials participated in the ceremony.

"This project is the result of the hard work and vision of many people," said Ramiro J. Martinez, M.D., EMSH Director. "Department of Mental Health officials and board members identified the need for this new facility and were supported by members of the Mississippi Legislature. We appreciate their support which allows us to continue to provide quality care in an ap-

propriate environment for the individuals we serve."

Dr. Randy Hendrix, Executive Director of the State Department of Mental Health expressed his appreciation to the legislators and local officials for their continued support of EMSH and other projects within the department. "You are fortunate to have legislators from this area that work hard for you in Jackson," Hendrix told the crowd. "We cannot continue to provide the needed mental health services around the state without support from the local communities and our state legislature."

The new facility will be located on an 18-acre tract of EMSH property in the western part of Meridian off Old 8th Street Road

adjacent to Hudspeth Group Homes property. The \$11,500,000 project was partially funded through Senate Bill 3158 during the 2001 Mississippi Legislative Session and includes the construction of two 120-bed single story buildings. With the completion of the nursing home, the residents will have a state-of-the art facility which will include semi-private rooms, physical therapy rooms, conference rooms, chapel, activity suites, care planning rooms, and ample storage space. It will also have covered porches, outside recreational areas, covered porticos for patient drop-off and staff and visitor parking nearby. AES, LTD of Meridian is the architectural firm for the project and W.G.

Continued on Page 4, see Ground Breaking



Breaking ground for the new Reginald P. White Nursing Home Facility are (left to right) Arjen Lagendijk, AES, LTD, Architect; Mike Stinson, Yates Construction; Dr. David S. Hargrove, DMH Board Member; George Harrison, DMH Board member; Bradley Sanders, DMH Board member; Rep. Greg Snowden; Rep. Charles Young; Rep. Eric Robinson; Amanda Griffin, DMH Board member; Dr. Pat Ainsworth, DMH Board member; Dr. Randy Hendrix, Executive Director, DMH; Robert Landrum, Vice-Chairman, DMH; Meridian Mayor John Robert Smith; Roger McMurtry, Bureau Chief, DMH; and Dr. Ramiro Martinez, Director EMSH.

THE DIRECTOR'S MESSAGE

BY RAMIRO J. MARTINEZ, M.D., EMSH DIRECTOR

As you read through this issue of the Eastern Exposure, you will see that EMSH is continuing its commitment to provide quality treatment services. We are very excited about the ground breaking of the new Reginald P. White Nursing Facility in November. With the completion of this project, the residents and staff will have a first-class facility with a therapeutic environment on a beautiful campus.

In order to provide quality treatment, we are constantly striving to have the best qualified staff to provide services for the individuals that we serve. You will read that we have instituted and/or improved several programs for staff development.

Because Department of Mental Health officials and EMSH administration realize the importance of the direct care supervisor in the provision of quality care at our hospital, the supervisory training program for direct care workers has been implemented. The training will make potential direct care supervisors more knowledgeable of hospital policies and procedures and better equipped to take on supervisory roles.

The "Push My Button" training was developed by Dr. Emma Peden to help our staff

cope with stressful situations. The response has been great to this training and we look forward to having other offerings to help our staff perform their jobs more effectively. Dr. Peden is to be commended for her efforts.

The Staff Development Department has improved the annual refresher in-service to provide for more flexibility in scheduling and less time off the unit for the workers. The new format allows the staff to review the mandated material at their own pace be-

fore completing the required testing. We also continue to educate staff on the Health Insurance Portability and Accountability Act and how it relates to privacy and safety issues in our everyday work.

Please continue to take advantage of the educational offerings that will make for a more competent, professional workforce. Thank you all for your hard work. As always, your dedication is appreciated.

Employees Receive Service Awards

East Mississippi State Hospital recognized 184 employees with service awards at the annual ceremony December 15, 2003, in the hospital's Recreation Hall. Bradley Sanders, Department of Mental Health (DMH) Board member, Roger McMurtry, DMH Bureau Chief, Winn Umphlett, EMSH Friends President and Dr. Ramiro Martinez, EMSH Director presented the awards. Mr. Sanders commended the workers for their many years of service to EMSH.

"Your faithful service has not gone unnoticed by the DMH Board and the Department of Mental Health administration," Sanders said. "EMSH is known for providing quality care for its patients. Your hard

work and dedication have contributed to this fine reputation that EMSH enjoys around the state."

Eighty-two employees received five-year certificates, 48 employees received 10-year pins, 31 employees received 15-year pins, eight employees received 20-year pins, and thirteen employees received 25-year pins. Minnie Carter from the Laundry Department, and Betty Moffett from Public Information Department were presented with 30-year pins.

All guests enjoyed a reception following the ceremony. The reception and awards were sponsored by EMSH Friends Organization.



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This newsletter is published for employees and individuals interested in mental health and East Mississippi State Hospital.

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EMSH strives to provide a continuum of behavioral health and long term care services for adults and adolescents in a caring, compassionate environment in which ethical principles guide decision making and resources are used responsibly and creatively.

It is the policy of EMSH to comply with Federal and State laws assuring equal opportunity of employment and services.



(From left) Dr. Ramiro Martinez, EMSH Director; Bradley Sanders, DMH Board member; EMSH employees Minnie Carter and Betty Moffett; Roger McMurtry, DMH Bureau Chief; and Winn Umphlett, EMSH Friends President stand together following the service awards ceremony. Carter and Moffett each received a pin for 30 years of service to East Mississippi State Hospital.

FRIENDS UPDATE

By Winn Umphlett

President EMSH Friends Organization

I hope that you all had a wonderful holiday season. Our organization was pleased to sponsor several activities during the holidays including the Christmas meals, financial assistance with unit Christmas floats, and service awards. We look forward to a prosperous new year for EMSH and for our organization.

I would like to welcome a new member to the EMSH Friends Board. Bob Smith was selected at the last meeting by the Board to replace outgoing board member, Kerry Bynum. As I mentioned in my last article, Kerry resigned from EMSH to accept a position at Boswell Regional Center. Bob has worked at EMSH for twelve years and currently works in the Public Information Department. I believe he will be an asset to our

Board. We all look forward to working with him in the coming year.

Thank you all for supporting the jewelry sale in November. We have several fundraisers scheduled in the next few months to help us finance the many projects sponsored by Friends. A leather/fragrance sale will be February 12 and will include all types of leather goods including apparel and several different fragrances for men and women. The book fair has been scheduled for March 25 - 26. You will receive more information on these sales in the next few weeks. We welcome your input on all of our sales - the quality of goods and the prices. We will try to continue to bring you quality goods for a fair price in our fundraising efforts. I appreciate your dedication to EMSH and to our organization.

Retirees Honored



(From left) Carolyn Hunter, Christine Wilson, Alice Rowe and Charles Wiggins stand together following a retirement reception in their honor.

East Mississippi State Hospital honored four retirees with a reception on January 13 in the hospital cafeteria. Co-workers, friends and relatives of Alice Rowe, Carolyn Hunter, Christine Wilson and Charles Wiggins attended the ceremony to wish them well in their retirement.

Alice Rowe began work July 1993 as a pharmacist and retired November 2003 with more than 10 years of service. Carolyn Hunter, Nurse Administrator began work March 1976 and retired October 2003 with almost 27 years of service. Christine Wilson, CNA at Reginald P. White 303 Nursing Facility retired October 2003 with more than 27 years of service. She began work in July 1976. Charles Wiggins of the Lab and X-ray Department began work December 1969 and retired October 2003 with 34 years of service.

Dr. Luis Borrell, Assistant Clinical Director, applauded the workers for their dedicated service and presented each retiree with a plaque and a one-year honorary membership to EMSH Friends Organization.

"I consider it an honor to present you with this token of appreciation on behalf of EMSH," Borrell said. "You all have spent a good portion of your lives working at EMSH to help make others lives better".

The awards and the reception were sponsored by EMSH Friends Organization.

Anniversaries

NOVEMBER, DECEMBER, JANUARY

5 YEARS

Kenneth Brown, Tammy Call, Nathan Carter, Douglas Chisolm, Ella Curtis, Tracy Foster, Dianne Gibbs, Maria Harris, Stephanie Malone, Tamisha McCaleb, Timothy McMullen, Bradley McNair, Tammecia Merrell, Patricia Moody, Vanessa Parker, Gustina Parker, Jesusa Phalp, Robert Portis, Jennifer Reid, Judy Roberts, Alexa Thomas

10 YEARS

Juanita Bell, Oleta Bracken, Levom Evans, Teresa Jenkins, Alvin Ricks, Janalee Slaughter, Mavis Smith, Shirley Terrell, Johnny Tinsley, Bessie West, Glenda Woodard

15 YEARS

Ollie Franklin, Melaine Howard, Early Hudson Jr, Dorothy Little, Sylvia Roberts, Vickie Smith, Ken Thomas

20 YEARS

Carrie Baswell, Annie Carter, Virginia Nations

25 YEARS

Gail Griffin, Dorothy Jimison

Congratulations

- Donna Moore, Psychology Technician on Alcohol and Drug Services, who received her Master of Science Degree in Community Counseling on December 12, 2003, at Mississippi State University - Meridian. She also recently passed the National Board Exam for Certified Counselors (NBCC).

- EMSH employee/patient choir and the Lewis-4 handbell choir on their performance at the hospital wide Christmas program.

- All group/individual volunteers that contributed to making the holiday season happier for the individuals receiving services at EMSH.

A QUOTE: EVEN IF YOU ARE ON THE RIGHT TRACK, YOU'LL GET RUN OVER IF YOU JUST SIT THERE. - WILL ROGERS

"Push My Button" Campaign Developed for Staff

Dr. Emma Peden, Female Receiving Program Director, recently developed the "Push My Button" in-service for ESMH employees. The purpose of the "Push My Button" Campaign is to promote self-control and to enhance appropriate interaction with patients and co-workers in stressful and non-stressful situations. The campaign is in direct response to meeting the needs of frustrated staff and most of all the patients.

Dr. Peden told how the in-service came about. "After talking with several members of the ESMH team, a common thread was apparent, 'everyone is pushing each other's buttons and forgetting it is not about you/me, but about the patients,' as Chandra Sumlin-Brown, Psychology Supervisor said it best."

After Chandra Sumlin-Brown explained how patients and staff were pushing each others' buttons, Dr. Peden was inspired to create and teach staff a common sense technique to effectively manage one's emotions when people push their button.

As Dr. Peden explained, "Self-control is the ability to control your emotions in difficult situations. In keeping this definition in the forefront of your mind, you can now understand why, when your button is pushed, maintaining self-control 'is all about me.' Often times we think maintaining self control is about controlling others, but it really is about controlling ourselves."

Dr. Peden created the technique using the acronym STOP to remind people to take some time to gather themselves. This will increase the opportunity to respond appropriately. The art of responding appropriately starts prior to your button being pushed.

FOLLOWING ARE THE STEPS TO STOP:

Step One: Identifying Triggers: The art of responding appropriately begins with identifying what pushes your button or triggers. Triggers are things which cause a negative or negative counter productive emotional response. Some examples of triggers are: a patient calls you fat, a patient spits on you, a co-worker speaks to you in a condescending manner, a co-worker uses offensive language towards you, etc. Identifying triggers are the first step in developing the

art of maintaining self-control because typically when you know what pushes your buttons, you can prepare or rehearse how to handle the situation. It is when we are not aware of what pushes our button and are caught off guard that we are most affected by someone's behavior.



DR. EMMA PEDEN

Step Two: Silence, Breathe. For many people, reacting quickly to a stimulus or things that push their button is common behavior. Often times, it is very difficult to be quiet because we feel we have been slighted and need to inform others immediately of their wrong doing in a defensive manner. It is suggested in this step you be silent and concentrate on breathing appropriately to aid in calming yourself down.

Step Three: Time Out, Emotionally and Physically. Immediately after you have taken a couple of deep breaths to maintain a calm disposition, take an emotional time out. It may be helpful to imagine that the person who offended you was not intentionally "pushing your button." This step may help you separate the emotion from the action or content. If possible, remove yourself physically from the person or environment. Removing yourself will allow further opportunity to calm down and put things in an appropriate perspective.

Step Four: Offer Corrective Feedback. Now that you have calmed down and maintained control, you may offer feedback to help the patient or co-worker correct his/her behavior to foster appropriate interpersonal communication or behaviors in the future.

Step Five: Proceed with Daily Tasks. Congratulations! You have successfully maintained self-control and modeled for patients and co-workers a healthy self-management technique. You may continue in your daily tasks.

Dr. Peden believes this technique is easily understood, but easier said than done, unless practiced and reinforced. Dr. Peden also believes having a visual aid of the technique

helps remind people they have the option of maintaining self-control. To aid in this process buttons were created and designed by Hollis L. Hall, Psychology Associate, professionally made by Everyone Loves Buttons and purchased by East Mississippi State Hospital Human Resources Department.

Dr. Ramiro Martinez, ESMH Director, Dr. Thomas Elliott, Psychology Director and Hospital Program Director, and Charles Carlisle, Assistant Hospital Director, were very supportive of this campaign and were enthusiastic about the plan of hospital-wide training. Dr. Peden said that they only had one question, "How soon can you start?"

The "Push My Button" in-service began October 2003, and will continue until all ESMH employees have had the opportunity to attend the in-service. As of December 10, 2003, 607 personnel were trained to use the STOP technique.

All personnel who attended the in-service were invited to attend the certificates and buttons distribution ceremony, held on December 10, 2003, in the Recreation Hall. Dr. Martinez and Mr. Carlisle expressed their gratitude to everyone who attended the in-service and to Dr. Peden and Psychology personnel for their efforts in training staff.

Mr. Carlisle assured the attendees more in-services are coming that are geared toward helping the staff maintain self-control, which also helps the patients. After all, maintaining self-control helps the staff and patients and provides a better environment for everyone.

Ground Breaking

Continued from Front Page

Yates and Sons Construction Co. of Philadelphia is the building contractor.

The new facility will replace the Reginald P. White Nursing Facility presently located on the main campus of East Mississippi State Hospital occupying three buildings erected in the early 1950's. Licensed by the Mississippi Department of Health, Division of Health Facilities Licensure and Certification, the nursing home provides care for former patients of ESMH that meet the established criteria for admission as well as individuals from the local community and from across the state.

LeGrand Named Deputy Executive Director of the Department of Mental Health

Reprinted from Mississippi Profile

The Mississippi State Board of Mental Health appointed Mr. Edwin C. (Ed) LeGrand III, as the Deputy Executive Director of the MS Department of Mental Health (DMH) at their August 21, 2003, meeting. Prior to his appointment, Mr. LeGrand served as Chief of the Bureau of Mental Retardation since 1995 and was the Director of the Hudspeth Regional Center in Rankin County from 1982 - 1995. Mr. LeGrand began his career with the Department of Mental Health in 1974 at the North MS Regional Center (NMRC) in Oxford,

where he served in many capacities, including Personnel Director/Assistant Director and director of the Education Department. He received his Bachelor and Master Degrees from the University of Mississippi, during which time he also worked as a Direct Care Worker at NMRC.

In addition to his extensive experience at the MS Department of Mental Health, Mr. LeGrand has continued to be active in numerous professional organizations, including the Mississippi Certified Public Managers Society, in which he holds office. He is a member of the Advisory Board of the MS

Certified Public Manager Program that is administered by the MS State Personnel Board. Mr. LeGrand is a graduate of the Stennis Institute of Government and is a DMH Licensed Mental Health Administrator. He also was elected by his colleagues in state government as the State Agency Representative on the Board of the Mississippi Public Employees' Retirement System. Currently, Mr. LeGrand resides in Rankin County with his wife, Gale. They have three children, Ryan, Ginny and Lee, a daughter-in-law, Natalie, and a grandson, Walker.

Employees Show Support for United Way of East Mississippi

East Mississippi State Hospital concluded its 2003 United Way Campaign on Friday, November 14, 2003, with the crowning of the EMSH United Way Royalty. The winner of the contest was the Adolescent Unit represented by Brent and Kim Manasco. The Manascos, as well as the entire Adolescent Services, are to be commended for their efforts in raising an all-time record by an individual unit/department of \$5,302.20. The alternates were as follows: first alternate, Acute Adult Psychiatric Receiving Services represented by Wanda Hand and Phillip Graham with \$3,865.50 and second alternate, RP White 101 represented by Ylondi Stanley and Noah Raine with \$1,876.20. A total of \$17,209 was contributed on behalf of the workers of EMSH to the United Way of East Mississippi.

This money was raised by the different units through such projects as cookouts, rummage sales, bake sales, raffles and even a car wash. In addition to these events, the committee put on a golf tournament which was held at Lakeview Golf Course. This tournament was held in the traditional scramble format, had sixteen participants and raised over \$250.00. The winners of the tournament were foursome, Bob Smith, Lynn Garrett, Bill Smith and Ricky Mauldin.

The United Way of East Mississippi sponsors sixteen different agencies in and around Lauderdale County which helps strengthen our children and families right



DR. SHARON EADS, BRADLEY SANDERS ADOLESCENT COMPLEX DIRECTOR, STANDS WITH EMSH UNITED WAY KING AND QUEEN, BRENT AND KIM MANASCO FOLLOWING THE CROWNING CEREMONY.

here in our own community. Because the United Way is a proactive community leader and knows where contributions will do the most good in our community, EMSH continues to be proud supporters in their efforts and in their campaign.

On behalf of Lewis Sutton, United Way of East Mississippi Director, and the EMSH 2003 United Way Committee, I would like

to thank each and every one of you who supported both EMSH and the United Way by aiding in our 2003 campaign and making it a huge success. A note to remember - It is by our helping others that we truly gain the most, for it is in our unity that gives our community strength.

Submitted by
Bob Smith, Public Information

Direct Care Supervisor Training Implemented

By Bob Smith, Public Information

EMSH has begun a training in-service for its potential Direct Care Supervisors. The training is an intense curriculum lasting one full week. The first class had 12 participants and was started on Monday, January 12th and ended Friday, January 16th. Implementing this training opportunity at EMSH was a joint effort by the Department of Mental Health and EMSH Administration. The training is a direct effort to both increase quality of care for individuals receiving services and to provide an opportunity for all eligible Direct Care Workers (DCWs) and Certified Nursing Assistants (CNAs) to better themselves through knowledge and/or possible promotion. To be eligible for this training a worker must have been employed as a direct care staff for at least one year and therefore have completed the probationary period. In addition, the worker must also be recommended for this supervisory training by his/her supervisor. The goal of administration is to train 24 DCWs a month by giving two training sessions with an enrollment of 12 workers per session.

The in-service has training dealing with a wide range of skills and knowledge that will help make supervisors more capable of dealing with DCW's they supervise as well as with other coworkers. The training also gives a general understanding of a large array of hospital policies and procedures. Listed below are the topics which are covered during the Supervisory Training:

- EMSH Mission Statement - An explanation of the mission of EMSH.
- Policies, Rules and Exceptions - A detailed look at the policies and rules of EMSH.
- Employee Assistance Program - Provides an understanding of the benefit of the EAP.
- HIPAA - Covers certain privacy issues dealing with HIPAA.
- Managing the Generation Gap - Explains the differences in the generations and how best to relate and manage those differences.
- Personalities - Discusses different types of personalities and how to relate to those differences.
- Fire, Safety and Disaster Procedures - Covers the various types of fires and disasters and the means of preventing and dealing with such.
- Morale, Motivation and Cooperation -

Looks into ways of building morale in the workplace.

- Leadership - Discusses an overview of leadership styles.
- Risk Management - Describes the procedural steps involved in reporting a job related accident.
- Advocacy Services - Covers abuse, neglect and exploitation and the reporting procedures.
- Diversity - Explains what diversity is and how it relates to the workplace.
- Interdisciplinary Process - Gives an overview of the ICF-MR regulations.
- Conflict Management - Covers the definition of conflict in the workplace and appropriate methods of managing it.
- Training/Coaching - Explains the importance and the differences in training and coaching staff.
- Communication - Explains different types of communication and the importance of it from a supervisory standpoint.
- Unit Management - Covers paperwork flow and detailed operational procedures of the living units.
- Active Treatment - Explains the concept/

theory of active treatment and gives specific examples of the process as it relates to the care of the individuals for whom we provide services.

- Nutrition Services - Discusses menus, importance of nutrition and other meaningful dietary issues.
- Psychological Behavioral Management - Covers behavior management techniques and explains the process of developing a behavioral program.
- Job-site Assignment - Involves understanding the paperwork that supervisors complete.

This Supervisory Training has been ongoing within the Department of Mental Health. The decision by EMSH Administration to implement the training offers a great opportunity to DCWs and CNAs as a career ladder. This move shows that the importance of the direct care staff is realized by hospital administration and the Department of Mental Health and that their hard work and dedication is appreciated. It is also believed that through the knowledge gained through this training the quality of care for individuals receiving services will become even greater at EMSH.

HIPAA Highlight

HIPAA is an acronym for Health Insurance Portability and Accountability Act of 1996, which was enacted by the federal government on August 21, 1996, with the intent to assure health insurance portability, reduce healthcare fraud and abuse, guarantee security and privacy of health information and enforce standards for health information.

A recent HIPAA web seminar presented by Chris Apgar addressed "The Final Security Rule and What It Means to Your Organization". Mr. Apgar stressed that you cannot have privacy without security and the privacy standards have been in effect now for some time. With HIPAA Security most people tend to think that it is the responsibility of Information Management Systems. However, security is the responsibility of every member of the workforce. During the coming year we will begin to look at the HIPAA Security standards and how they will impact EMSH. For many of the standards implementation is required while other standards are "addressable".

Here are some simple practical things that you can do now regarding HIPAA Security:

- **Look at what is in plain sight.** How is your computer screen facing? What do you have lying on your desk where it can be viewed by others?
- **Protect your password.** Don't leave it written on a post-it in your desk drawer or under your keyboard.
- **Are you logged out of the system when you are away from your computer for an extended period of time?** Do you lock your office when you are away for a while?
- **What are you throwing in the trash?** Remember any documents containing Protected Health Information (PHI) are to be shredded.

By Rachael Scarbrough, HIPAA Coordinator

Christmas at EMSH

By Lynn Garrett
Volunteer Services Coordinator

EMSH kicked off the holiday season with the Christmas Parade on December 5, 2003. The grounds of EMSH were decorated to help get the Christmas spirit going for staff and individuals receiving services. Poinsettias that were grown in the hospital's greenhouse were placed in different buildings. Maintenance put the snowflake lights on the light poles throughout the campus and put the wooden snowmen and deer decorations up in front of several of the buildings. The Grand Marshall for the Christmas parade was Charles Stewart, who was also Santa Claus for the hospital on Christmas Eve. There were more than fifteen hospital entries in the parade with R.P. White Nursing Facilities being the grand prize winner. Meridian Police Department Chief Benny Dubose, Sheriff Billy Sollie and Major Ward Calhoun of the Lauderdale County Sheriff's Department, City of Meridian Fire Department, Air National Guard 186th Air Refueling Group, Air National Guard Color Guard, Meridian High School Band and Meridian High School ROTC were the parade participants from in



"CAT IN THE HAT" WAS THE THEME FOR REGINALD P. WHITE NURSING FACILITIES' GRAND PRIZE WINNING FLOAT IN THE HOSPITAL'S ANNUAL CHRISTMAS PARADE.

and around our community. The judges for the parade were Carolyn Smith, who is retired from Trustmark National Bank and Connie Royal with Meridian Council for the Arts. The hospital's annual Christmas Tree Lighting was held that afternoon. The hospital choir, consisting of employees and individuals receiving services, sang Christmas carols and one of our individuals receiving services did the honor of lighting the tree.

The EMSH Friends Organization sponsored the employees' Christmas lunch on December 16 and breakfast for third shift employees on December 17. The meals were prepared by Dietary with a total of 612 meals being served. EMSH Friends also sponsored a drawing where fifteen gift cards to Winn Dixie were given away to lucky employees.

The individuals receiving services were entertained during the Christmas Season with unit parties by area churches, clubs and organizations. Gifts and monetary donations were donated to the Volunteer Services Department to help ensure each patient of EMSH had a brighter holiday season. Individuals receiving services were entertained off grounds with a musical/dinner at Midway Baptist Church, Singing Christmas Tree at Highland Baptist Church and the production of "A Christmas Story" which was held at the Meridian Little Theater. Once again the Christmas in July campaign helped provide gifts to over 200 patients who would not have otherwise received a gift.

I would like to take this opportunity to thank each member of our community as well as each employee of EMSH who helped make the Christmas season brighter for people who truly do deserve and appreciate our love and generosity, our patients. For opportunities in volunteering or sponsoring a party/event for individuals receiving services at EMSH contact Lynn Garrett, Volunteer Services Coordinator at 481-1114.

Mandatory Annual In-Service Format Revised

By Kathy Ivey, RN, MSN, Staff Development Director

The new year brought improvements to the Annual Refresher In-Service. The procedure for completing the training allows more flexible scheduling and less time off the units for the staff. Employees will continue to attend the third Wednesday of their anniversary hire month. Supervisors can schedule staff to attend anytime between 8:00 am until 11:00 am and from 1:00 pm until 3:00 p.m.

Employees will sign in when they arrive and pick up a comprehensive test to complete as they go from exhibit to exhibit. This procedure allows adult learners to review the material at their own pace. Staff will be available to direct employees and answer questions. When the test is completed, the employee will report to the Infection Control and Employee Health Nurses to receive their annual TB update. Staff will also complete their Annual Needs Assessment. They must sign out on the Attendance Record before leaving. The entire process takes from one to two hours.

Topics covered in the annual in-service include information on HIPAA, sexual harassment, performance improvement, workplace diversity and cohesiveness, suicide prevention, stage specific care, maintaining self control, emergency preparedness, fire and safety, vulnerable adult abuse/exploitation, clients' rights, body mechanics, pain management, infection control and employee health. Competency is determined by making a passing score of 80 or above on the test.

In addition to the Annual In-service, employees who are in direct contact with individuals receiving services should complete training in "Techniques for the Management of Aggressive Behavior" (TMAB) and CPR.

Quotes

Everybody is ignorant, only on different subjects. -Will Rogers

Good judgement comes from experience, and a lot of that comes from bad judgment. -Will Rogers

at a glance

FEBRUARY

- 12 EMSH Friends Organization Leather/Fragrances Sale, Recreation Building, 7:00 am - 4:00 pm
- 18 Mandatory annual in-service, Recreation Building
- 20 Black History Program, Recreation Building, 1:30 pm

MARCH

- National Professional Social Work Month
- 17 Mandatory annual in-service, Recreation Building
- 25-26 EMSH Friends Organization Book Fair, Staff Development Conference Room
- 30 National Doctor's Day

APRIL

- Friends Open Meeting (dtba)
- 18-24 Administrative Professionals Week
- 18-24 National Volunteer Week
Volunteer Reception (dtba)
- 21 Administrative Professionals Secretary/Clerical Luncheon, Recreation Building, 12:00 pm
- 28 Mandatory annual in-service, Recreation Building

Clinton Davis Named Employee of the Quarter

Clinton Davis was named East Mississippi State Hospital's employee of the fourth quarter. He has been employed by the hospital since December 1992, and currently works as a direct care supervisor on the Acute Psychiatric Receiving Male Unit on second shift.

Davis is described as a hard worker and a dedicated, take-charge individual. He relates well with staff members and individuals receiving services. He takes his job very seriously and is always willing to participate in special hospital activities, even on his day off.



Clinton Davis

FOR RECEIVING THE HONOR, DAVIS WAS PRESENTED A \$100.00 CASH AWARD PROVIDED BY THE EAST MISSISSIPPI STATE HOSPITAL FRIENDS ORGANIZATION.

exposure



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